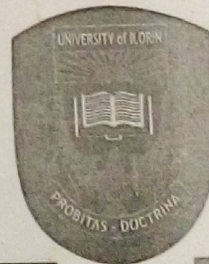


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HUMAN RESOURCE MANAGEMENT AND NIGERIA UNION OF TEACHERS' GOALS ACHIEVEMENT IN NIGERIA

BY

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ABSTRACT

This study examines relationship between human resource management and Nigeria Union of Teachers goals achievement. Descriptive research design was adopted for the study. The target population comprised all states NUT nationwide. Purposive sampling technique was used to select two states in each of the six geo-political zones in Nigeria. Stratified random sampling technique was used to select 1,000 respondents. Questionnaire was the instrument used for data collection. Four hypotheses were formulated for the study and analysed using Pearson Product Moment Correlation statistics. The research questions raised were answered using Mean and Standard Deviation. The calculated p-value was compared with the significance level of 0.05. Findings of the study revealed a positive significant relationship exists between human resources management and NUT goals' achievement. Also, factors such as staff planning, training, development and reward are determinants of NUT goals achievement. The paper concluded that for attainment of the stated goals, effective management of resources is imperative. Also, staff development and rewards are components of human resources management that enhance the stated goals. The study recommended that NUT management should improve on staff training.

Key words: Human Resources, Goals, NUT, Teachers & Management

1.0 INTRODUCTION

Human resources are groups of individual that constitute the work force of a particular organization. It could also be described as people who operate an organization and are directly or indirectly involve in supporting, facilitating and influencing transmission of knowledge, skills competence for the purpose of achieving goals of an organization. Human resources constitute a veritable tool in an organization as they could be regarded as active force that determine the success or otherwise of an organization.

Other resources to be added to human resources for attainment of the set objectives are financial and material resources of the Nigeria Union of Teachers (NUT) and their effective management determine to a large extent the goals achievement of the organization.

The Nigeria Union of Teachers is the recognized professional and syndical body encompassing all teachers at the primary and post-primary levels of education in Nigeria. It is known that some teachers at the tertiary level of education have shown and demonstrated interest in the total effort of the union to realize its objectives in education. This implies that the Nigeria Union of Teachers is the largest body of organized professional teachers in Nigeria which has responsibility to champion the cause of the professionally oriented contributions to the development of the education industry in Nigeria, and the overall development of our society. This background therefore, arose the interest of researchers to examine how the Union can achieve the predetermined goals through effective management of human resources. In this regard therefore, the NUT has no illiterate as a member. Because of their level of education they live and teach in all areas of Nigeria-urban, rural, riverine, etc. the Nigeria Union of Teachers in this little way contributes its fundamental quota to the developmental effort and growth of Nigeria. This may not seem too obvious but let us get the concept of development clear in a relevant perspective.

Nigeria Union of Teachers is an organization that comprised varying categories of staff: this includes teaching and non-teaching (career officers) who are expected to be effectively managed for the attainment of set goals. Management could however be described as efficient allocation and utilization of resources (human, physical and financial) for the attainment of organization's goals. Both human and materials resources must be optimally utilized in order to achieve the set objectives at a particular time. The so called, scarce resources of an organization must be combined in the right and appropriate proportion by the management. This implies that effective management of these inputs (resources) is pertinent to the goal achievement.

The state management of the Nigeria Union of Teachers (NUT) comprised the State Wing Standing Committee (SWSC), the State Wing Executives Council (SWEC), and the State Conference of Delegates (SWSCD). The career staff are headed by the Union Secretary while political staff are headed by the Chairman. The members of the state management committee are drawn from the Local Government Executive Committee who are teachers, the career officers and political appointees of the Union.

There are many set goals expected to be achieved by this trade Union. It is believed that effective management of this Unions resource particularly, the human resources determines the extent of its goal achievement. It is in the light of this that the paper examines if human resource management has a significant relationship on the NUT goals achievement in Nigeria.

2.0 LITERATURE REVIEW

HUMAN RESOURCES MANAGEMENT

The concept of human resources management can be defined as the process of planning, organizing and effective utilization of human resources for the attainment of organization's objective. Fadel (2012) define it as the total knowledge, skills, creative, abilities, talents, and aptitudes of an organization's workforce as well as the values, attitudes, approaches and beliefs of an individual involves in the affairs of the organization. This shows that human resources management is a body of knowledge and a set of practice that defines the nature of work and regulates the employment relationship. Thus, human resources remains indispensable in the organization and their effective management is pertinent to attainment of the set goals.

Human resources management in education is not only the effective utilization of people but also the harnessing of the totality of the people's skills, knowledge, abilities, capacities and social characteristics to achieve educational objectives. Esan (2014) submitted that human resource management is concerned with employees at work and their relationship within the organization. Dirk (2012) opined that human resources management is a function of business administrators. It entails everything within the organization's policies and practices that impacts the staff. This definition implies that the concept involves various policies, practices and styles that could influence staff behaviour and abilities to be expended in the production of goods and services in an organization. This however, suggest that human resource management include recruitment, selection, training, evaluating and rewarding of employees of an organization.

Ojo (2005) submitted that human resource management entailed staffing, rewarding, employee development, employee maintenance and employees relation. In his own case, Fadel (2012) identified human resources management activities to include: recruitment, selection and placement of personnel, training and development of staff, appraisal of employees performance and transfer of staff from one job to another. Citeman (2006) asserted that objectives of human resource management are pre-determined goals to which individual or group activity in an organization is directed. Bratton and Gold (1999) referred to human resources management as part of the management process that specializes in the management of people of an organization. It emphasized that employees are critical to achieving both efficiency and equity objectives of an organization. Thus, it involves the method of integrating and maintaining workers in an organization so that the purpose and goals could be achieved. Webb and Norton (2007) explained that human resources management process comprises six programmes: human resources planning, recruitment, selection, professional development, performance appraisal and compensation. These stated functions are expected to be performed by the management of Nigeria Union of Teachers (NUT) for the purpose of goals achievement.

NIGERIA UNION OF TEACHERS (NUT)

NUT as a trade union and as a professional organization was formed in 1973. The Nigeria Union of Teachers is essentially a teacher trade union and also a professional body. The teaching profession binds on all its practitioners at the primary, secondary and Teacher-training level together under a trade banner.

Membership of NUT comprised every teacher in the employment of the Federal, State, Local Government and any other approved educational institutions. Also, every teacher who earns a salary and pays his monthly dues to the coffers of the union shall have the right of admission to the branch of the union within the Local Government Area or branch where he/she works. Any member on in-service training or study leave shall remain an active member of the Branch in which he was enrolled immediately prior to the commencement of the in-service training or study leave with pay provided he pays his due (NUT Constitution, 1973).

The Nigeria Union of Teachers (NUT) operates through functionally determined and defined components and sub components. By this organizational arrangement, the NUT has the national body based at the National Head Office, a State Wing in each state of the Federal Republic of Nigeria and Abuja the Federal Capital Tertiary. Each State Wings operate from the State Wings office and at grassroots level through Local Government. NUT is structured to agree with the political pattern of the country to enable it to be administered in such a way as to protect the interest of the teachers and help to advance the course of education at every level of decision making in education. (Lararfarbundet, 2003).

The union is governed by a constitution, the bye-law and standing order. The management of the union is vested in the following organs: The National Conference of Delegates, the National Executive Council, the National Standing Committee, the State Wings Conference of Delegates, the State Wings Executive Council, the State Wings Standing Committee, the Local Government Area (LGA) Branch Conference, the LGA Branch Executive Council and the LGA Branch Standing Committee. Administrative structure of NUT corresponds to the organizational structure. At the national level which is the apex office of union, there is the Head office administratively headed by the Secretary General who is assisted by his Deputy with provision for several high caliber Departmental Heads, immediate and other supporting staff. The State Wings also operate the state wings' offices reached by the state secretaries, also supported by relevant levels of staff below the state level at branch offices which are except in few cases, run by full-time paid officers. The goals of the Nigeria Union of Teachers are to: Foster unity and progress among all members in Nigeria, raise the status of the teaching profession through improved quality of education and condition of service, promote and advance the course of education and the teaching profession throughout the Federation and also to endeavour to secure the removal of difficulties, abuses, anomalies and obsolete regulation detrimental to progress, enhance the social and economic well-being of members and establish welfare funds for the benefit of members of the union, provide a forum for the co-operation of teachers and promotion of their welfare,

the interest of education and teaching profession, promote the corporate image of the union both nationally and internationally by ensuring the continued existence of a strong, virile and well articulated organization, give leadership and stimulate interest in matters which foster national and international unity and understanding (NUT constitution, 1973).

STATEMENT OF THE PROBLEM

Human resources remain the bedrock of organizational growth and development which is also paramount in realization of education objectives. Their effective management enhances the goal achievement. In recent years, past researchers have written on the effective management of human resources and contributions of the Nigeria Union of Teachers to educational development. For instance, Abdulkareem (2014) worked on human resources management and secondary school effectiveness in Kwara State. Esan, (2014) researched on human resources management and school effectiveness in Oyo State senior secondary schools. Adetoro (2014) examine human resources management strategies and school effectiveness in Osun State secondary schools. Also, Seriki (2013) investigated on the effective management of human resources in secondary school. The aforementioned researchers sought to know the influence of human resources management on secondary schools effectiveness without any relationship to NUT as an important education agency. In an attempt to fill this gap, this study however, examined human resources management and Nigeria Union of Teachers (NUT) goals achievement.

3.0 METHODOLOGY

The research design adopted for this study was a descriptive survey of correlation type. The design was considered appropriate because it examined the existing relationship between the dependent variable (NUT goal achievement) and the independent variable (human resources management). It also enables the researcher to collect data for the purpose of describing and interpreting existing condition, in the Nigeria Union of Teachers, in selected States' Chapter.

In this study, designed questionnaire was the instrument used to elicit information from the respondents. The instrument tagged " Human Resource Management and NUT Goal Achievement Questionnaire " (HMNGAQ) was divided in to two sections. The first section was concerned with bio data of the respondents while the second section dealt with information on human resource management and Nigeria Union of Teacher goals' achievement. The validity of the instrument was ascertained; and its reliability co-efficient determined by test-retest method at two weeks interval was 0.72

The target population for this study comprised all staff in all 36 states of federation. Purposive random sampling technique was used to select 12 states. Two states each were chosen from each of the six geo-political zone in Nigeria using a simple random sampling technique. However, 1000 respondents were selected through a proportional sampling technique. The respondents comprised of Local administrative staff of NUT.

Inferential statistics of Pearson Product-Moment Correlation method was adopted to analyse all the formulated hypotheses. The calculated p-value was compared with the significant value of 0.05 to determined the rejection or otherwise of the hypotheses.

RESEARCH QUESTION

What is the rating of different elements of Human Resources Management in NUT?

RESEARCH HYPOTHESES

The following hypotheses were formulated to guide this study.

- H1: There is no significant relationship between resource management and NUT goals achievement
- H2: There is no significant relationship between human resource planning and NUT goal achievement
- H3: There is no significant relationship between staff training and development, and NUT goal achievement
- H4: There is no significant relationship between staff reward and NUT goal achievement

4.0 DISCUSSION OF RESULTS

In response to the Research Question: What is the rating of element of Human resource management in Nigeria Union of Teachers (NUT)? Table below examine the rating of element of Human Resources Management in NUT using Mean (X) and Standard Deviation (SD)

Table 1: Rating of element of Human resources management in NUT.

Element of Human Resources Management	X	SD
Planning	4.78	0.80
Organizing	4.75	0.78
Directing	4.00	0.72
Coordinating	3.95	0.68
Controlling	3.10	0.61

Source: Fieldwork, 2015

Table 1 revealed a higher rating of Mean X (4.78) and Standard Deviation (SD) in favour of human resource planning in the Nigeria Union of Teachers. This is closely followed by Human resource organizing with mean and Standard Deviation score of 4.75 and 0.78 respectively. The least rating was the human resource controlling. The interpretation of this result is that effective Human Resource Planning brings about the goals achievement in the Nigerian Union of Teachers.

The goals and objectives of the Union are attained through adequate and effective personnel planning and organizing. With these put in place the Union does not required much of staff controlling before attainment of the goals.

H1: There is no significant relationship between human resource management and the Nigeria Union of Teachers' goals achievements.

Table 2: Correlation Analysis of Human Resource Management and NUT goals achievement

Variable	N	df	Calculated r-value	P-value	Decision
Human resource management	1000	982	.782	.000	Rejected
NUT goal achievements	1000				

Source: Fieldwork, 2015

Table 2 indicated that p-value of 0.000 is less than the significant value of 0.05 for 982 degree of freedom. Hence, the null-hypothesis which stated that there is no significant relationship between human resource management and Nigeria Union of Teachers goals achievement was hereby rejected. This therefore, suggests that there is positive significant relationship between Human Resource Management and NUT goals achievement. This result implies that effective human resources management is a determinant of goal attainment of NUT. The effective staff management will enhance the goal achievement of the union.

H2: There is no significant relationship between Human Resources Planning and NUT goals achievement.

Table 3: Correlation Analysis of Human Resource Planning and NUT goals achievements

Variable	N	df	Calculated r-value	P-value	Decision
Human resource planning	1000	982	.526	.000	Rejected
NUT goal achievement	1000				

Source: Fieldwork, 2015

Table 3 revealed that p-value (0.000) is less than the significant value (0.05), therefore the hypothesis which stated that there is no significant relationship between human resources planning and Nigeria Union of Teachers' goals achievement is hereby rejected. This implies that the two variables are significantly related. This finding reveals that human resource planning is a determinant and an indicator of NUT goals achievement. The interpretation of this is that if employees are properly planning for the task, there would be ease at which the stated goals of the union are achieved.

H3: There is no significant relationship between staff training and development, and NUT goals achievement

Table 4: Correlation analysis of staff training/development and Nigeria Union of Teachers goals achievement

Variable	N	df	Calculated r-value	P-value	Decision
Staff training and development	1000	982	0.670	.000	Rejected
NUT goal achievement	1000				

Source: Fieldwork, 2015

Table 4 showed that the calculated p-value of 0.000 is less than the significant level of 0.05, hence the hypothesis which stated that there was no significant relationship between staff training and development; and Nigeria Union of Teachers goals achievement is hereby rejected. This implies that both variables are significantly related. The result suggests that staff training/development has influence on NUT goals achievement. The implication of the finding is that proper periodic training of staff will enhance the goals achievement of the union.

H4: There is no significant relationship between staff reward and Nigeria Union of Teachers goals achievement.

Table 5: Correlation analysis of staff reward and NUT goals achievement.

Variable	N	df	Calculated r-value	P-value	Decision
Staff rewarding	1000	982	.618	.0001	Rejected
NUT goals achievement		1000			

Source: Fieldwork, 2015

Table 5 revealed that p-value (0.001) is less than the significant level of 0.05 at 982 degree of freedom. Thus, the hypothesis which stated that there is no significant relationship between staff reward and NUT goal achievement is rejected. This means that staff reward has a positive significant relationship with Nigeria Union of Teachers goals achievement. Hence staff reward is a determinant of NUT goals achievement. This suggests that staff reward will serve as a motivating factor for staff job performance and thereby stimulate goals achievement on part of the union.

CONCLUSION AND RECOMMENDATIONS

From the result, the following conclusion could be drawn:

1. Human resources management was the major determinant of Nigeria Union of Teachers goals achievement.
2. There is a positive significant relationship between human resources planning and Nigeria Union of Teachers goals achievement.

3. Staff reward has a positive influence on Nigeria Union of Teachers' goals achievement.
4. Staff training/development exercised a positive significant impact on Nigeria Union of Teacher goals achievement. From the findings, it was concluded that for proper achievements of the stated goals, an effective management of human resources is also imperative. For this to be realized, the issues of staff planning, training, development and staff reward should be vigorously pursued as they are positively related to the overall goals achievements of Nigeria Union of Teachers.

The paper recommends the following:

The management of Nigeria Union of Teachers at all levels should regularly engage in their staff training and development. This is expected to enhance the skills, knowledge, competencies and abilities of workers for a better job performance aimed at attainment of the stated objective. Proper personnel planning should always be conducted. This will improved division of labour and eventually staff productivity. Staff reward is essentially a motivating factors that should not be taken with levity and all human resources management ingredients are engines to drive the wheel of the union towards goal achievement.

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